

Carol A. Vendrillo, Esq.
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Ms. Vendrillo has been a neutral arbitrator, mediator, and fact-finder since 1996. She has conducted evidentiary hearings in public and private sector disputes involving a wide range of labor and employment issues. She has served on fact-finding panels in local government and higher education jurisdictions.

From 1988 until 2011, Ms. Vendrillo worked at the California Public Employee Relations Program at U.C. Berkeley's Institute for Research on Labor and Employment. She regularly contributed to the *CPER Journal* and was Program Director from 1994 until 2011.

Ms. Vendrillo is included on the roster of neutrals maintained by the American Arbitration Association, the California State Mediation and Conciliation Service, and the Federal Mediation and Conciliation Service. She also is a permanent panel member in collective bargaining agreements between labor organizations and cities, counties, transit districts, school districts, and federal agencies. She was inducted into the National Academy of Arbitrators in October 2014.

She is a graduate of Ithaca College and received a law degree from Hastings College of the Law in San Francisco. She is a member of the State Bar of California and served on the Executive Committee of the Labor and Employment Section of the State Bar of California.

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EMPLOYMENT HISTORY

I. Neutral Arbitrator (January 1996 to Present)

I have conducted evidentiary hearings in disputes between unions and employers in both the public and private sectors. Issues have involved adverse actions, agency fee calculations, arbitrability, AWOL determinations, back pay and remedies, discipline and discharge, discrimination, dress code violations, educational qualifications, failure to meet and confer, falsification of documents, free speech, health benefits, insubordination, job reclassification, layoffs, medical benefits, medical release from work, minimum qualifications, mitigation of damages, overtime, parity agreements, performance evaluations, premium pay, promotions, protected activity, reinstatement, release from probation, retaliation for union activities, retirement benefits, safety violations, salary determinations, sexual harassment, shift differentials, step and column salary placement, supervisory status, threats of violence, travel expenditures and reimbursements, unilateral changes, unit determinations, use of excessive force, working out-of-class, and work preservation agreements.

I have served as the third-party neutral on interest arbitration panels involving the City of San Jose and the San Jose Police Officers Association and the San Jose Fire Fighters; the City and County of San Francisco and various unions; the State of Hawaii and the Hawaii State Employees Association, and the University of California and AFSCME, the City of Concord and the Teamsters; the City of Vallejo and the Vallejo Police Officers Association; City of Santa Rosa and the Santa Rosa City Attorneys Association.

II. California Public Employee Relations Program, Institute for Research on Labor and Employment, University of California (Berkeley) Director and Editor (1994 to 2011); Assistant Editor (1988 to 1994)

I directed the activities of the California Public Employee Relations Program, including the publication of the *California Public Employee Relations Journal* and a series of resource guides to the laws impacting public sector employees in California. I contributed numerous articles for publication in the Journal and planned and participated in several labor and employment law educational programs.

III. California Public Employment Relations Board (1978 to 1988)

As a legal advisor to four members of the Public Employment Relations Board, I reviewed and analyzed proposed decisions of PERB administrative law judges in cases appealed to the Board. I drafted agency rulings in unfair practice cases, representation disputes, and requests for injunctive relief.

IV. National Treasury Employees Union (Assistant Counsel 1977 to 1979)

In conjunction with local union chapters in San Francisco, Seattle, Portland, Boise, and Helena, I represented employees in disputes with their federal agency employers. I drafted contract proposals and served as the union's regional spokesperson at the bargaining table.

EDUCATION

Ithaca College, Ithaca, New York, B.A. 1973

Hastings College of the Law, San Francisco, J.D. 1977

RECENT PUBLICATIONS

Annual Revision Editor, *California Public Sector Labor Relations*, Nexis/Lexis (2004 to 2013)

Sponsored by the Labor and Employment Section of the State of California, this comprehensive treatise covers California public sector labor law. I prepare an annual up-date of the material included in the publication.

Co-Editor, *California Public Sector Employment Law*, Nexis/Lexis (2011 to the present)

Also sponsored by the Labor and Employment Section of the State Bar of California, this treatise covers California public sector employment law.

Co-Author, *Pocket Guide to the Educational Employment Relations Act* (2011)

This publication of the California Public Employee Relations Program at the Institute for Research on Labor and Employment, U.C. Berkeley, explains the collective bargaining statute governing labor relations in California public schools.

PROFESSIONAL ASSOCIATIONS

State Bar of California (Admitted 1977)

Labor and Employment Section, State Bar of California; Executive Committee (Member 1998; Chair and Vice-Chair 2000-2002; Advisor 2002-2006)

Public Employment Relations Board Advisory Committee

Industrial Relations Association of Northern California

National Academy of Arbitrators

ARBITRATION PANELS

California State Mediation and Conciliation Service

Federal Mediation and Conciliation Service

Public Employment Relations Board, Fact finding Panel

American Arbitration Association, Labor Panel

Los Angeles City Employee Relations Board, Arbitration and Unfair Practice Panels

Los Angeles County Civil Service Commission, Hearing Officer Panel

Bay Area Rapid Transit and Amalgamated Transit Union

Alameda Contra Costa Transit District and Amalgamated Transit Union

City and County of San Francisco and SEIU Local 1021

Oregon Public Employment Relations Board

County of Santa Clara

City of Oakland Civil Service Commission

Los Angeles Unified School District

Long Beach Civil Service Commission

Internal Revenue Service and National Treasury Employees Union

California School Employees Association and Union of Association Employees

CAROL A. VENDRILLO, Esq.

Arbitrator

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FEES AND CHARGES

Arbitration, Factfinding, and Other Professional Services: A per diem rate of \$1,800 is charged for each scheduled day of hearing and for research and preparation of the decision. A hearing day is any portion of a day, up to eight (8) hours.

Travel Time: There is no charge for travel time unless more than three (3) hours is expended to arrive at and return from the hearing location. The charge for travel time is pro-rated based on the per diem fee.

Expenses: The parties are charged for required air travel, car rental fees or alternative ground transportation, airport parking, and lodging (if an overnight stay is necessary. Mileage for the use of a personal vehicle is not charged.

Cancellation or Postponement of Scheduled Hearing Days: A cancellation fee of \$1,800 is charged for each day of hearing that is cancelled or postponed fewer than 14 calendar days in advanced of the scheduled hearing date(s).

Court Reporter and Transcription Services: The parties are expected to make arrangements for a court reporter and are responsible for the costs associated with that service.

Payment Policy: All charges are borne equally by the parties unless a different allocation of expenses has been agreed to by the parties. All charges are due within thirty (30) days of the date that appears on the invoice.